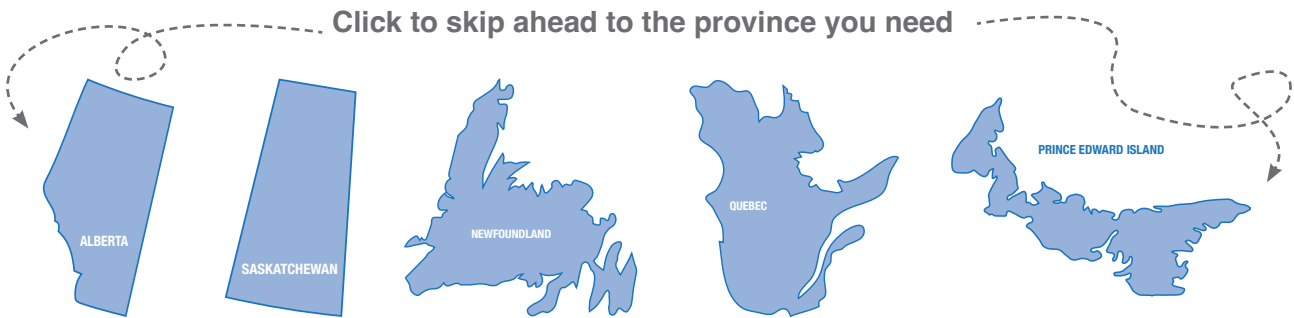


LEGISLATION UPDATES

OVERVIEW OF IMPORTANT UPDATES

Dunk & Associates continues to monitor legislation updates and implement changes to program content and training modules to ensure you are always kept up to date. To see a recap of the recent changes, please [click here](#).



| OVERVIEW OF MAJOR CHANGES | WHAT DOES THIS MEAN FOR EMPLOYERS? |
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| ALBERTA | |
| <h3>Workplace Violence & Harassment Updates</h3> <p>Key changes to the Occupational Health and Safety Code simplify workplace violence and harassment prevention requirements.</p> <p>Effective March 31, employers can choose to have their comprehensive violence and harassment prevention plan as one plan or 2 separate plans.</p> <p>Employer violence and harassment prevention plans must now include procedures to protect the confidentiality of everyone involved in a violence or harassment incident or complaint.</p> | <h3>Violence & Harassment Prevention Plan</h3> <p>This plan must outline measures to eliminate, or where not reasonably practicable, control violence and harassment hazards. It must also include procedures for informing workers about these hazards, for reporting and investigating incidents, and for protecting the confidentiality of all involved parties to the greatest extent possible.</p> <p>Be sure your plan includes procedures to protect confidentiality. Disclosure of information should be limited to specific situations, such as: investigations, corrective actions, informing involved parties of investigation results, warning workers of potential threats, or legal requirements.</p> <p>Until March 30, 2025, work site parties can follow either the new rules or the previous rules. Starting on March 31, 2025, work site parties will need to comply with the new rules.</p> <p><i>Please note, employers working with explosive materials or in the oil and gas industry should also thoroughly review the amendments made that relate to their specific operations.</i></p> <p><i>If you are a Full-Service client with Dunk & Associates, your H&S program is not affected by these legislative updates.</i></p> |

LEGISLATION UPDATES

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| NEWFOUNDLAND | |
| <p>Amendments to Leaves of Absence Legislation</p> <p>On December 4, 2024, Bill 82 and Bill 101 amending Leaves of Absence Legislation under the Labour Standards Act both received Royal Assent and became effective.</p> <p><i>Sick Notes</i></p> <ul style="list-style-type: none">• Employees are no longer required to provide a certificate from a qualified health practitioner as evidence of their entitlement to LSA Sick and Family Responsibility Leave. <p><i>Reservist Leave - AMENDED</i></p> <ul style="list-style-type: none">• The amended legislation allows unpaid leave of up to 24 months in a 60-month period, providing longer leave entitlements for national emergencies.• The notice period for this leave has been reduced from 60 days to 30 days. <p><i>Leave for Long-Term Illness, Long-term Injury, and Organ Donation – NEW LOA</i></p> <ul style="list-style-type: none">• This new leave entitles employees to a protected Leave of Absence for up to 27 weeks in a 52-week period, for eligible employees who are unable to work due to long-term illness, long-term injury, or organ donation.• The leave entitlements are extended to up to 104 weeks for employees whose injuries or illnesses are the result of a criminal offence. | <p>Sick Notes</p> <p>The requirement for an employee to provide a medical certificate after 3 consecutive days of absence taken under Sick Leave has been removed from legislation. However, employers are still able to develop and implement their internal policies regarding verification for medical absences.</p> <p>Protected Leaves</p> <p>Make sure you are updating your company's policies on protected leaves of absence to reflect the amended timeframe and notice period for Reservist Leave, and the new Leave for Long-term Illness, Long-term Injury, and Organ Donation.</p> <p>Additionally, ensure employees are aware of their new entitlements.</p> <p>Click here to view full notes on the amendments to these leaves.</p> <p><i>If you are a Full-Service Human Resources client with Dunk & Associates, your HR program has been updated to reflect these amendments and to include the new LOA.</i></p> |

LEGISLATION UPDATES

| OVERVIEW OF MAJOR CHANGES | WHAT DOES THIS MEAN FOR EMPLOYERS? |
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| PRINCE EDWARD ISLAND | |
| <p>First Aid Regulations</p> <p>The First Aid Regulations were recently updated to align with national standards, and the following updates have taken effect:</p> <p><i>First Aid Training Requirements</i> First aid training certification levels and first aid kit contents are now aligned with the following Canadian Standards Association (CSA) standards.</p> <p><i>Workplace First Aid Risk Assessment</i> The Risk Assessment must include these 3 steps:</p> <ul style="list-style-type: none">• Examining the tasks in the workplace to identify the hazards that could result in work-related injuries or illness.• Assessing the hazards by listing the types of work-related injury or illness that could occur, determining the likelihood of a work-related injury or illness happening, and determining the potential severity of the work-related injury or illness.• Identifying the appropriate first aid training and supplies to respond to the types of work-related injuries or illnesses that were assessed. | <p>Training Requirements</p> <p>First aid training providers no longer need approval from the WCB’s Director of OHS. Organizations or individuals can provide first aid training if the training is provided in compliance with CSA Standard Z1210-17, First aid training for the workplace - Curriculum and quality management for training agencies.</p> <p>During the transition period, Workplace First Aiders who currently hold a valid first aid certificate, remain certified until it reaches its expiration date.</p> <p>Workplace first aid training requirements are now determined by the employer’s risk assessment based on the level of risk.</p> <p>Workplace First Aid Risk Assessment As an employer, you are required to conduct and document a workplace first aid risk assessment. A competent person, in consultation with the safety committee or safety representative, should complete the workplace first aid risk assessment.</p> <p>For detailed guidance on conducting a workplace first aid risk assessment, including access to a risk assessment template, you can refer to WCB’s Workplace First Aid Regulations Guide.</p> <p><i>If you are a Full-Service Health & Safety client with Dunk & Associates, the First Aid Policy and required forms have been updated on your site. You will still need to ensure you complete the new Risk Assessment and make any necessary changes for your workplace needs based on the completed assessment.</i></p> |

LEGISLATION UPDATES

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| QUEBEC | |
| <p>Minimum Wage Increase</p> <p>As of May 1, 2025, the minimum wage in Quebec will be \$16.10 per hour. This is an increase from \$15.75 per hour.</p> | <p>Minimum Wage Increase</p> <p>Review your payroll and make any necessary adjustments by May 1, 2025.</p> |

| OVERVIEW OF MAJOR CHANGES | WHAT DOES THIS MEAN FOR EMPLOYERS? |
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| SASKATCHEWAN | |
| <p>Reporting Directors of Corporations to WCB</p> <p>Directors receiving wages reported on a T4 are no longer included in the WCB definition of a Worker. As a result, directors of a corporation are no longer considered workers and no longer have automatic WCB coverage.</p> | <p>Reporting Directors of Corporations to WCB</p> <p>Due to this amended definition, the way you report worker wages on your Employer's Payroll Statement has changed. Any earnings for directors of a corporation should not be included as worker wages on your 2025 estimates of your EPS. Total assessable wages should not include wages of directors who receive employment income on T4 slips, as these individuals are no longer considered workers.</p> <p><i>See WCB's Fact Sheet for the full information and frequently asked questions.</i></p> |